

**THE BOARD OF PUBLIC WORKS AND SAFETY OF THE CITY OF NEW ALBANY HELD A SPECIAL MEETING TO DISCUSS A GRIEVANCE FILED ON DECEMBER 28, 2006. SAID MEETING WAS HELD IN THE THIRD FLOOR ASSEMBLY ROOM OF THE CITY-COUNTY BUILDING ON MONDAY, January 16, 2007.**

**Present:** Anthony B. Toran, Chas Hunter, Mickey Thompson, Shane Gibson,

**Mr. Toran** stated that the special meeting was called on a grievance filed on 12/28/06 by Dickey Kayes regarding over-time.

**Mr. Thompson** reported that the grievance was filed because no one was called out on snow emergency. He said that in the past people from the garage were called on snow emergencies in case the equipment would be broke down. He stated that they felt that this was done out of vengeance from Chuck Simon because on a previous snow emergency he called everyone in because he stated that “he didn’t want to have to wait to see if anyone was going to come in”. He said that during the last snow emergency no mechanics were called nor did they call anyone in during the harvest homecoming like they had in the past.

**Mr. Toran** asked what the mechanics do during these times if there is not a problem with a truck.

**Mr. Thompson** stated that they sit and wait.

**Mr. Kayes** stated that during snow emergencies they have relieved guys who needed breaks from driving.

**Mr. Thompson** further discussed conflicts that they were having with Mr. Chuck Simons due to what they felt was retaliation for the grievances that they have filed.

**Mr. Toran** asked how many trucks were out on the day that Mr. Kayes is filing the grievances for.

**Mr. Thompson** believed that it was three trucks because Mr. Simons had made the comment that if he had sent out the whole crew he would have called in a mechanic.

**Mr. Gibson** asked for clarification because he didn’t understand why they felt a mechanic should be called in if the whole crew was not out.

**Mr. Thompson** stated that in the past a mechanic was always called in because it is an emergency situation and the equipment has a lot of hydraulics that can break down, but you can’t predict when there is or is not going to be a problem with one of the trucks and that they where also there to relieve drivers and fill the trucks with salt.

**Mr. Kayes** stated that he has been with the city for 20 years and he has always been the first guy called in for the past 15 years, he was the first guy that was called because he had experience driving the hills and in the past year he hasn’t gotten any overtime.

**Mr. Thompson** stated that this morning a salt truck was called out and Gary Beck was driving it, he stated that Gary is a supervisor and he didn’t know if he assigned himself to the truck or if he just didn’t have enough drivers but that he was not called in to work.

**Mr. Gibson** stated the he does not doubt the value of the workers but that the city has been in a financial crunch and maybe that is one of the issues. He said that he doesn’t blame Mr. Kayes for wanting the overtime and he understands that this is how it has been done for many years but the city may not have been under the same financial strain.

**Mr. Toran** asked why Randy Hampton was not coming in to run the garage.

**Mrs. Garry** stated that he is not called in because he is a supervisor and not union. She stated that she know how hard these men have worked over the years. However, after the issue that they had when sanitation was being restructured and they made a case about a guy in the garage not being able to be on a truck has undone a lot in her estimation of the employees that work in the garage.

**Mr. Gibson** stated that he understand that employees like Mr. Kayes have put in their time and that they should be able to make the call on whether or not they want to go out and maybe the wording of the contract needs to be changed to facilitate this. He asked if they were called in based on seniority in the past.

**Mr. Kayes** explained that in the past he was on the hill route and even though he was the lowest man in regard to seniority he was the only one that wanted to run that route and when he was put in the garage he was still put on the hill route and people complained that there wasn't enough men in the garage.

**Mrs. Garry** explained that until the contract is changed so that a mechanic can fill in for heavy equipment operators that this problem will continue.

**ADJOURN:**

There being no further business before the board, the meeting adjourned at 8:59 a.m.

Respectfully submitted,

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Anthony B. Toran, President

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Marcey J. Wisman, City Clerk